



DEPARTMENT OF THE AIR FORCE
6th AIR MOBILITY WING (AMC)
MACDILL AIR FORCE BASE, FLORIDA

APR 21 2003

MEMORANDUM FOR ALL BASE PERSONNEL

FROM: 6 AMW/CC

SUBJECT: Equal Opportunity and Treatment (EOT) Policy

1. Equality and human dignity are vital in maintaining a quality force and are an integral part of readiness. The success of MacDill depends on our ability to promote and encourage positive and caring human relations at every opportunity. People are our most important asset and it is essential that every person be afforded an equal opportunity to fulfill their potential without regard to race, religion, color, national origin, sex, and in the case of civilian employees, age, and handicapping conditions except as prescribed by statute or policy.
2. I will not tolerate any form of discrimination or sexual harassment. I expect each commander to set and enforce a "zero tolerance" standard. Commanders and supervisors are responsible for establishing an environment where individuals feel comfortable expressing their concerns. If anyone believes they have been a victim of unlawful discrimination or sexual harassment, on or off base, it is their duty to come forward and address their concerns without fear of reprisal or retaliation. Commanders and supervisors on MacDill AFB have a direct responsibility to rigorously enforce Air Force EOT policy and take appropriate action to end discrimination if it occurs. If the problem cannot be resolved through those channels, military members and their dependents can file a discrimination complaint with Military Equal Opportunity. Civilian employees should contact an Equal Employment Opportunity counselor.
3. MacDill AFB is our work place, our community, and for many, our home. We deserve to feel a true sense of pride in our community, our base, and ourselves. As members of MacDill AFB we are all responsible for preventing, identifying, and resolving discriminatory behaviors. We should all work diligently to support equal opportunity and respect human dignity in all aspects of life as we contribute our best to our nation's defense.

A handwritten signature in cursive script, reading "David M. Snyder".

DAVID M. SNYDER, Colonel, USAF
Commander